

City of Rockville, MD

Total Compensation Philosophy

The City of Rockville is committed to providing an equitable, consistent, transparent, and competitive total compensation system of salary and benefits for employees that supports our mission and vision. The City seeks to attract and retain a highly engaged, qualified and diverse workforce through a competitive total compensation system that fosters the City's goal of being an employer of choice. By rewarding and recognizing employees' experience, accomplishments, and performance to a level that is competitive with or ahead of its peers while maintaining fiscal responsibility to taxpayers, the City will be poised to continue to accomplish its mission. This philosophy serves as the foundation for the City's total compensation pay system and associated practices.

To support this philosophy, the City's goal will be to:

- Provide a competitive total compensation system of salary and benefits that competes well with the City's recognized peers for qualified employees;
- Develop and implement a compensation plan and classification structure that is internally and externally equitable, with potential for career and salary growth, and allows for flexibility in administration;
- Design and administer an open range pay plan that provides for career and salary growth based on performance measured by a fair and effective evaluation system;
- Communicate the compensation plan and classification structure to be transparent to and understood by employees and the community;
- Maintain the compensation and classification structure and associated policies and practices through regular internal review, and surveys of external peer market trends;
- Administer the compensation and classification structure in a consistent, transparent, equitable manner; and
- Develop, implement and maintain flexible hire, promotion, and retention pay practices supporting the compensation and classification system that provide managers flexibility in offering competitive salaries to attract and retain a high-performing workforce.